

## STATE INSULATION WORKER APPRENTICESHIP ADVISORY COMMITTEE

Tuesday, May 21, 2013

Local 19 Heat and Frost Insulators  
N27 W23155 Roundy Dr  
Pewaukee, WI 53072  
(262) 548-9606

### DRAFT MINUTES

<b><u>MEMBERS PRESENT</u></b>	<b><u>EMPLOYER/ORGANIZATION</u></b>
Kufahl, Dan	Central State Mech. Insulation, LLC
Large, Brett	Heat & Frost Insulators Local 19
Lovek, Frank	L&S Insulation
Stevens, Craig	Heat & Frost Insulators Local 19
<b><u>MEMBERS ABSENT</u></b>	<b><u>EMPLOYER/ORGANIZATION</u></b>
Gauchel, Peter	L&C Insulation
Schneider, Dennis	Heat & Frost Insulators Local 127
<b><u>CONSULTANTS &amp; GUESTS</u></b>	<b><u>EMPLOYER/ORGANIZATION</u></b>
Belanger, Wayne	Associated Builders & Contractors
Bero, John	L&C Insulation
Smith, Owen	Bureau of Apprenticeship Standards

- 
1. The meeting was called to order at 10:01 a.m. by Brett Large, in conformity with the Wisconsin Open Meeting Law.
  2. A sign-in sheet was circulated to record those in attendance.
  3. The April 3, 2012, meeting minutes were approved as written.

#### 4. **Old Business**

##### a. **SAGE Update**

- SAGE concludes on June 30, 2013. Financial support for training related expenses concludes May 30, 2013.
- SAGE Personnel Change: Palle Pederson is the new SAGE grant manager. He replaces Bill Goff, who accepted a permanent position with the Department of Administration. Palle is responsible for the grant budget, supportive service and the grant close-out. Contact Palle at 608-266-5135 or [palle.pederson@wi.gov](mailto:palle.pederson@wi.gov).

- SAGE Purchases: All training items for Heat & Frost JACs have been purchased and reimbursed. Training items included NIA 3 Energy Auditing curriculum and vendor training, and insulation fabrication equipment and supplies.
- Journey Worker Upgrade Sessions: Owen Smith reminded members that the local committees are responsible for making at least some SAGE training items available for journey worker upgrade sessions through June 30, 2013. Craig Stevens reported that journey workers have been training on SAGE fabrication supplies since 2012, but he did not know the training qualified them as SAGE participants. In addition, journey workers will be training on the saw item through June 30.
  - As a result of this discussion, BAS will email the SAGE Individual Information Sheet to Craig, who will have as many journey workers from previous sessions as possible complete the form. He will distribute it at future training, too.

**b. Other**

No items.

**5. New Business**

**a. 2014 DWD Apprenticeship Conference**

Karen Morgan distributed the "Call for Conference Workshop Proposals for Wisconsin's 26<sup>th</sup> Biennial Apprenticeship Conference." The theme of the Conference is "The Apprenticeship Solution: Meeting the Challenge."

The four broad workshop tracks are:

1. Challenge of a Changing Workforce – Potential topics:
  - Population shortages
  - Worker & Skill shortages
  - Generational Differences
  - Technology
2. Challenge of Partnership in Workforce Development – Potential topics:
  - Introductory "101" workshops to help audience understand more about a program, such as Apprenticeship, WIA, Youth Apprenticeship, DPI, WTCS
  - Continuation of Collaborate for Success Initiative
3. Challenge of Regulation and Policy – Potential topics:
  - Apprenticeship Regulations
  - Child Labor Laws
  - UI Benefits (apprentice and sponsor perspective)
  - Licensing (Barbering & Cosmetology, Electrical, Plumbing, etc.)
4. Challenge of Awareness & Outreach – Potential topics:
  - Working with the K-12 System
  - Recruitment of Apprenticeship Sponsors

Attendance at the 26<sup>th</sup> Biennial Apprenticeship Conference will include the 1) Workforce Development community which includes Workforce Development Boards, Community Based Organizations, WIA Service Providers, Job Service employees, and Economic Support; the 2) Education Community including K-12 teachers, principals, counselors, board members and Wisconsin Technical College System employees, and 3) the Apprenticeship Community including employers, members of employer associations, labor and employees.

DWD Secretary Newson asked BAS to broaden the scope of the 2014 Conference to include a greater variety of topics, audiences and speakers. Karen asked committee members to contact her with suggestions for topics and workshops. The deadline for submissions is June 3.

The conference will be an agenda item for the fall meeting.

#### **b. Outreach Update**

- Outreach Campaign to Manufacturing was launched by BAS in April. The campaign targets the industrial sector which has frequently cited a skills gap and lack of qualified workers and, like the construction sector, will soon face the retirement of much of the 65- year-old workforce without a sufficient population turning 18, the earliest age of an entry-level worker. The campaign call-to-action encourages more manufactures to invest in the future of their unskilled workers by training them through the apprenticeship program rather than through skill-specific boot camps.
- Outreach Campaign to K-12: Through the Advisory Council, BAS developed a series of brochures on the educational value of an apprenticeship and careers in the skilled trades; target audiences include students, parents, teachers and technical colleges. The material was included in a mass mailing by the Department of Public Instruction to superintendents and heads of the school boards. The Bureau is awaiting feedback from the mailing.

The campaign includes the following: “Get your degree in doing” billboards in Green Bay, Madison, Milwaukee and Wausau; and a public service announcement emphasizing the value of an education in the skilled trades not just a four-year degree; three videos on the value of apprenticeship training; news events with Secretary Newson; news releases posters; post cards; flash drives; and adhesive cloths to wipe smart phones.

Members expressed support for this campaign and the importance of promoting apprenticeship as a career path equally as valid as a college degree.

#### **c. Other**

Craig Stevens inquired into several matters, which BAS will answer in a follow-up email to all members:

- The number of offenders that join the apprenticeship program after being released, and what financial incentives are available for contractors that employ them.
- How pre-apprenticeship programs are funded.

- When a Bureau Apprenticeship Training Representative would review the employer's scope of work during the application process, particularly an employer who was approved for other trades and now wanted to employ an insulator.

**6. Review Insulation Worker/Heat & Frost Participants**

- Sixty apprentices and twenty-three employers are currently participating in the program. This total is within the usual range of 60-67 apprentices. That range began in 2005 and experienced one exception, 51 apprentices in December 2011.
  - The Northern JAC reported that it projects its apprentice total doubling soon.
- New reporting software for BAS will be operational this summer, increasing the Bureau's capacity for reporting and presenting data. Owen Smith asked members to keep in mind which data and presentations would be useful for comprehending the status of the program and making informed decisions.
  - Members suggested apprentice ages; employer journey worker – apprentice ratio; or apprentice totals by employer. BAS will consider these suggestions.

**7. Next Meeting Date**

The next Advisory Committee meeting is tentatively scheduled for Tuesday, September 10, 2013 at 10:00 a.m. at Associated Builders and Contractors in Madison, WI.

**8. The meeting was adjourned by Brett Large at 10:54 a.m.**

*Submitted by Owen Smith, Program Analyst.*